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ROYAL IRISH CONSTABULARY AUXILIARY DIVISION.

Outline of Terms on which Cadets were engaged and of Conditions on which at various times it was open to Cadets to re-engage for further Periods of Service.

Presented to Parliament by Command of His Majesty.

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ROYAL IRISH CONSTABULARY, AUXILIARY DIVISION.

Outline of Terms on which Cadets were engaged and of Conditions on which at various times it was open to Cadets to re-engage for further Periods of Service.

THE Auxiliary Division was inaugurated on the 27th July, 1920, and was recruited from ex-officers who had served in the Great War. The form of engagement signed by Cadets on joining the Force is given in Appendix 1. The effect of this Contract was that the Cadet was bound to serve for six months and without any further re-engagement could at his option continue to serve for a further period of six months, but on giving a month's notice was entitled to resign during the second six months of his first engagement. The Government on their part put themselves under an obligation to employ him for a period of twelve months from the date on which he joined the Division for the first time. While under the terms of his Contract a Cadet was not entitled to resign during the first six months of his service, in practice permission to do so was never refused by the Chief of Police, as it was not thought desirable to retain in the Division Cadets who for any reason were anxious to resign.

The question of offering Cadets an opportunity of re-engaging on the termination of their first engagement did not arise until May 1921, when the Cadets who had joined on the inauguration of the Force were in the tenth month of their service. At this time recruiting was being actively carried on for the Auxiliary Division and fresh entrants were being engaged, like their predecessors, on a twelve months' Contract. A number of Cadets, the greater part of whose Contracts had been served, were anxious to learn whether they had any prospects of continued service with the Division, so that, in the event of this not being so, they might make such arrangements as they could for finding other employment on leaving the Force. As these Cadets were those of the longest experience and service in Ireland, it was considered desirable to retain their services.

The question of whether re-engagements might be offered was submitted by the Chief of Police to the Under-Secretary's Office on the 6th May, 1921, and on the 16th idem the following decision was conveyed to him:—

> "The service of temporary Cadets who are nearing the termination of their first year in the Auxiliary Division may be extended for a further period of six months."

Following further representations from the Office of the Chief of Police, the following further ruling was given by the Under-Secretary's Office on the 23rd May, 1921:—

> "Re-enlistments for a further period of twelve months may be made for the present, but the matter must be considered before the end of July next."

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Both these orders were communicated to the Headquarters of the Auxiliary Division from the Office of the Chief of Police.

It is in regard to the misapplication of the latter order and to the Instruction subsequently issued to correct this mistake that the allegation of breach of faith is made by the Cadets concerned. The interpretation placed on this General Instruction was that any member of the Division, irrespective of the proportion of his Contract that he had already served, could re-engage for a further period of twelve months, subject to the condition that such re-engagement would have to be entered into prior to the 31st July, 1921. Orders to this effect were issued to the various Companies of the Auxiliary Division on the 30th May, 1921. The text of this Order is given in Appendix 2.

In June 1921, the Chief of Police formed the conclusion that improvements might be effected in the administrative machinery at the Headquarters of the Auxiliary Division at Beggars Bush Barracks. He accordingly detailed an officer of his staff to investigate the Headquarters administration. On the 20th July, 1921, this officer reported to the Chief of Police that the Orders issued by him regarding re-engagements were apparently not being carried out in accordance with the instructions laid down in the Orders of the 16th and 23rd May.

The position regarding applications for re-engagements was found on enquiry at that date to be as follows:—

Service (up to date of offering for re-engagement)	Number.
Under three months	91
Between three and six months' service ...	163
Between six and nine months' service ...	311
Between nine and twelve months' service ...	394

All the above were still serving on the original twelve months' Contract on which they had enlisted. Applications for re-engagements were only confirmed by the Chief of Police for those in the last-named category, *i.e.*, those who actually had served between nine and twelve months on their first engagement. These amounted to 394 in number. In the case of Cadets in the first three categories who could not reasonably be held to be "nearing the termination of their first year," the Chief of Police felt himself precluded from confirming the applications which they had put forward for re-engagement, and which, for the reasons that have been explained above, had been erroneously promulgated in Part II, Orders of the Auxiliary Division.

The Chief of Police accordingly at once informed Auxiliary Division Headquarters that he was unable to confirm any re-engagements of members of the Division who had had, at the time of re-engagement, less than nine months' service in the Division. This was conveyed to the various companies of the Auxiliary Division in an Order dated the 25th July, copy of which is given in Appendix 3.

The agreement for the cessation of hostilities was arrived at between Mr. De Valera and the General Officer Commanding-in-Chief, Ireland, on the 9th July, 1921, and came into operation on the 11th idem. As a consequence of this agreement, orders were issued on the 10th July for the complete cessation of recruiting, not

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only for the Auxiliary Division, but for all branches of the Royal Irish Constabulary.

At the time when the mistake in regard to re-engagements was detected by the officer who was investigating the administration of the Headquarters of the Auxiliary Division, it also came to light that re-engagements had been permitted in a number of cases after the 10th July as the Order closing recruiting had not been interpreted as stopping re-engagements also. The Chief of Police rectified this misconstruction in an Order to Auxiliary Division Headquarters, making it plain that the offer of re-engagements to members of the Auxiliary Division had automatically lapsed with the closing of recruiting on the 10th July and that engagements entered into since that date were invalid and any orders issued to the contrary must be cancelled. This was conveyed to the Auxiliary Division in the Order dated the 23rd July reproduced in Appendix 4.

In view, however, of the large number of men approaching the termination of their Contracts, the question of re-engagements was further considered by the Chief of Police, in consultation with the Under-Secretary's Office, and on the 8th August an Order was issued by the Office of the Chief of Police authorising the offer to qualified Cadets of a further engagement of twelve months. This was conveyed to the Companies of the Division in an Order dated the 12th August which is given in Appendix 5. When this Order became operative, Cadets of the necessary service who had applied for re-engagement since the Truce and whose Contracts had been cancelled in pursuance of the Order dated the 23rd July (given in Appendix 4) were on application given a further Contract for twelve months. As the result of this offer 776 Cadets were given re-engagements after the 20th July, 1921. Thus out of 959 who in July had originally offered themselves for re-engagement, 183 comprised in the first two grades alone ultimately failed to secure re-engagements. Almost all of these men had six months or more of their original Contract still to run.

On the 7th October, 1921, it was decided to cease offering re-engagement terms to members of the Division. At that time approximately half of the Force were serving on re-engagements, while the remainder were serving on their original twelve months' Contract, many of the latter class having only enlisted shortly before the Truce.

In these circumstances, and in view of the need of effecting all practicable economies, it was decided to withdraw the Order of the 8th August by which men were permitted to re-engage. The following Order was, therefore, issued by the Chief of Police to the Headquarters of the Auxiliary Division:—

> "For the present—and until further notice—no man is to be re-engaged for a year or any other fixed period, but men on completion of eleven months of a yearly engagement may be retained on a month's notice on either side on the terms and conditions for the time being in force and appropriate to their rank and class."

This Order was circulated to the Auxiliary Division on the 10th October in an Order a copy of which is given in Appendix 6.

With the above exception in regard to re-engagements, recruiting for all branches of the Royal Irish Constabulary was closed on the 10th July, 1921, and remained closed until the 25th October when

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recruiting for all branches was temporarily reopened, in order to make good the wastage which had occurred since July.

During the period subsequent to the 25th October, when fresh recruits for the Auxiliary Division were being accepted, the terms offered were for a period of six months' service only. A copy of the amended Contract Form signed by recruits to the Auxiliary Division after the 25th October is given in Appendix 7. Serving members on the expiry of their contracts who desired to continue to serve in the Division were, in accordance with the Order of the 10th October, only taken on month by month, as it was not considered necessary to offer them the six months' Contract that was being offered to new entrants. That offer was only made because it was thought that it would not be reasonable to enlist a man to go to Ireland as a member of the Auxiliary Division for the first time on a Contract for so short a period as one month.

On the 10th December, 1921, in view of the impending dispersal of the Police Forces in Ireland, consequent on the signing of the Articles of Agreement on the 6th December, a month's notice was given to all temporary members of the Police Forces, who were not under contract, but who had elected to continue to serve on a month to month basis. This notice, which applied to a number of members of the Auxiliary Division, expired on the 10th January, 1922, and any such temporary members of the Police Forces whose services it was necessary to retain through the period of demobilisation and who were willing to remain, were retained thereafter on a week to week basis.

On the 10th January, 1922, the strength of the Auxiliary Division was 1,418. Its dispersal began on the 13th January, 1922, and with the exception of the Adjutant and demobilisation details who were temporarily retained to close down records and accounts, the dispersal was completed on the 24th January, 1922.

The decision of the Government on the dispersal of the Auxiliary Division to pay to Cadets the unexpired portion of their Contracts resulted in anomalies as between different Cadets, those who had secured re-engagements being much more favourably placed than their comrades who had failed to do so. Some of these necessarily had almost as much service as those who had secured re-engagements just before the withdrawal of the Order of the 8th August. This question was discussed between the Under-Secretary's Office and the Representative Body of the Auxiliary Division. For a time it was hoped that some pooling arrangement would be voluntarily arrived at among the members of the Division, but this hope failed to materialise, owing to the not unnatural disinclination of some of the long contract men to abandon a part of the sum to which under their Contract they were entitled. Although the Government gave every encouragement to these voluntary pooling proposals, the scheme had for this reason to be abandoned. On the 18th January, 1922, the Representative Body of the Force, through its President and Delegates, signed an agreement embodying its full acceptance, on behalf of the Division, of the scheme offered by the Government which was designed to meet the hardships which would have been experienced by Cadets whose Contracts had completely, or almost completely, expired. The effect of this agreement was that the Government undertook to pay at the rate of £1 a day (or One Guinea a day, as the case may be) all members of the Division up to and including the 31st March, 1922, irrespective of whether or not

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their Contracts extended to that date. Under this agreement Cadets whose contracts had expired or were on the point of expiry were enabled to leave Ireland with a substantial sum. Each Cadet received £30 less Income Tax on dispersal, the remainder being paid before the 31st March, 1922. So far as Cadets with Contracts beyond that date were concerned the Government undertook to pay them at the same rates up to the termination of their Contracts. A copy of this agreement is given in Appendix 8.

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APPENDIX 1.

Conditions.

Temporary Cadets in the R.I.C.

Guaranteed appointments for 12 months.

Pay £1 per diem with allowances.

Uniform of R.I.C., supplied free, or Service Dress (Officers) may be worn without badges of rank.

Duties consist in training and co-operating with Police in patrol and defence work.

Preferential selections for permanent cadetships in R.I.C. will be given to suitable temporary cadets as vacancies occur.

Graded for discipline, disability pensions, allowances, &c., as Sergeants of the Royal Irish Constabulary.

One Month's Leave Every Year on Full Pay, with Free Warrant Both Ways.

Please complete the under-noted particulars :—

Name and Unit

Address { Present / Permanent

Age

Height

Physical defect (if any)

Military Record

Date of Enlistment, Service

Decorations, Mentions, &c.

Rank on Discharge

Occupation Prior to Enlistment

I certify the above particulars are correct, and, if approved, I am willing to accept a Temporary Cadetship in the Royal Irish Constabulary, and will serve for a period of at least 6 months.

(Signature)

Date

N.B.—This form should be completed at once and forwarded to : Major Fleming, Recruiting Officer for R.I.C., Great Scotland Yard, S.W.

(Attach Medical Certificate.)

(*Note.*—This form obtained from the inauguration of the Auxiliary Division until the 30th September, 1920, inclusive, and from the 1st to the 10th October, 1921.)

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APPENDIX 1 (A).

Conditions.

Temporary Cadets in the R.I.C.

Guaranteed appointments for 12 months.

Pay £1 1s. per diem with allowances.

Uniform of R.I.C., supplied free, or Service Dress (Officers) may be worn without badges of rank.

Duties consist in training and co-operating with Police in patrol and defence work.

Preferential selections for permanent cadetships in R.I.C. will be given to suitable temporary cadets as vacancies occur.

Graded for discipline, disability pensions, allowances, &c., as Sergeants of the Royal Irish Constabulary.

One Month's Leave Every Year on Full Pay, with Free Warrant Both Ways.

Please complete the under-noted particulars :—

Full Name

Address

(Private address for Police enquiry)

Age

Height

Physical defect (if any)

Military Record

Unit in which commissioned

Date of Enlistment, Service

Decorations, Mentions, &c.

Rank on Discharge

Date of Discharge

Whether Regt., Terr. Force, Spl. Res., or Temporary

Occupation Prior to Enlistment

I certify the above particulars are correct, and, if approved, I am willing to accept a Temporary Cadetship in the Royal Irish Constabulary, and will serve for a period of at least 6 months.

Date (Signed)

(Obtain a medical certificate from your own Doctor and attach it.)

N.B.—This form should be completed at once and forwarded to: Major Fleming, Recruiting Officer for R.I.C., Great Scotland Yard, S.W.

(*Note.*—This form obtained from the 1st October, 1920, until the 30th September, 1921, both dates inclusive.)

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APPENDIX 2.

Re-Enlistment.

Routine Orders by Colonel Commandant E. A. Wood, C.M.G., D.S.O.

Part 1, *Paragraph* 3.

Re-enlistment for a further period of twelve months may now be made. Date of re-enlistment will not be later than the 31st July, 1921, *i.e.*, individuals may not sign up to a later date than the 31st July, 1922.

(Signed) W. F. MARTINSON, *Adjutant,*
Auxiliary Division, R.I.C.

Beggars Bush Barracks, Dublin,
May 30, 1921.

APPENDIX 3.

Re-Engagements.

Routine Orders by Brigadier-General E. A. Wood, C.M.G., D.S.O., Commandant.

Part 1, *Paragraph* 5.

The Chief of Police directs that he cannot confirm any re-engagements of members of the Division who have had—at the time of re-engagement—less than nine months' service in the Division.

(Signed) W. F. MARTINSON, *Adjutant,*
Auxiliary Division, R.I.C.

Beggars Bush Barracks, Dublin,
July 25, 1921.

APPENDIX 4.

Re-Engagements.

Routine Orders by Brigadier-General E. A. Wood, C.M.G., D.S.O., Commandant.

Part 1, *Paragraph* 3.

As the offer of re-engagement to members of the Auxiliary Division, R.I.C., automatically expired with the closing of recruiting on the 10th July, 1921, engagements entered into since that date are invalid, and any orders issued to the contrary must be cancelled.

(Signed) W. F. MARTINSON, *Adjutant,*
Auxiliary Division, R.I.C.

Beggars Bush Barracks, Dublin,
July 23, 1921.

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APPENDIX 5.

Re-Engagements.

Routine Orders by Brigadier-General E. A. Wood, C.M.G., D.S.O., Commandant.

Part 1, *Paragraph* 4.

Officers and T/Cadets, on the completion of nine months' service with the Auxiliary Division, may re-engage for a further period of twelve months from the date of completion of original contract.

The Extension Certificates rendered by all members who re-engaged under Divisional Routine Order, Part 1, paragraph 3, dated 30/5/21, and who had under nine months' service in the Auxiliary Division are hereby cancelled.

Supplementary Part 2 Orders published to-day promulgates the names of all members of the Division whose re-engagements are authorised. As Cadets complete nine months' service, so their Certificates should be forwarded to Divisional Headquarters for promulgation in Part 2 Orders to re-engage for a further period of twelve months from the dates of completion of their original contracts, if they so desire. Dates of termination of original contracts should in all cases be shown on the individual's Certificates when forwarded for promulgation.

(Signed) W. F. MARTINSON, *Adjutant,*
Auxiliary Division, R.I.C.

Beggars Bush Barracks, Dublin,
August 12, 1921.

APPENDIX 6.

Re-Engagements.

Routine Orders by Brigadier-General E. A. Wood, C.M.G., D.S.O., Commandant.

Part 1, *Paragraph* 3.

For the present, and until further notice, no man is to be re-engaged for a year or any other fixed period, but men on completion of eleven months of a yearly engagement may be retained on a month's notice on either side on the terms and conditions for the time being in force and appropriate to their rank and class.

The above order will apply to the Auxiliary Division, R.I.C., Veterans' Division, Transport Division, and Special Constabulary.

(Signed) W. F. MARTINSON, *Adjutant,*
Auxiliary Division, R.I.C.

Beggars Bush Barracks, Dublin,
October 10, 1921.

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APPENDIX 7.

Conditions.

Temporary Cadets in the R.I.C.

Guaranteed appointments for 6 months.

Pay £1 per diem with allowances.

Uniform of R.I.C., supplied free, or Service Dress (Officers) may be worn without badges of rank.

Duties consist in training and co-operating with Police in patrol and defence work.

To fill vacancies caused by wastage.

Preferential selections for permanent cadetships in R.I.C. will be given to suitable temporary cadets as vacancies occur.

Graded for discipline, disability pensions, allowances, &c., as Sergeants of the Royal Irish Constabulary.

One Month's Leave Every Year on Full Pay, with Free Warrant Both Ways

Please complete the under-noted particulars :—

Full Name

Address

(Private address for Police enquiry)

Age

Height

Physical defect (if any)

Military Record

Unit in which commissioned

Date of Enlistment, Service

Decorations, Mentions, &c.

Rank on Discharge

Date of Discharge

Whether Regt., Terr. Force, Spl. Res., or Temporary

Occupation Prior to Enlistment

I certify the above particulars are correct, and, if approved, I am willing to accept a Temporary Cadetship in the Royal Irish Constabulary, and will serve for a period of at least 6 months.

(Signed)

Date

(Obtain a medical certificate from your own Doctor and attach it.)

N.B.—This form should be completed at once and forwarded to: Major Fleming, Recruiting Officer for R.I.C., Great Scotland Yard, S.W.

(*Note.*—This form obtained from the 25th October, 1921, to December 1921, when recruiting was finally closed.)

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APPENDIX 8.

Agreement signed at Dublin Castle on January 18th, 1922, by the Assistant Under-Secretary, representing the Imperial Government, and six members of the Representative Body of the Auxiliary Division, duly accredited for that purpose.

Dispersal Terms.

Unexpired Contracts.—One pound (£1) per day (or one guinea per day where such is the contracted payment) to be paid in respect of the unexpired portion.

Lump-sum settlements to be made as soon as possible and in any case not later than the 31st March, 1922.

In the event of any Cadet accepting further employment under the Crown before the expiration of his contract period, an appropriate adjustment to be made in the emoluments due in respect of the unexpired portion of his contract.

Expired Contracts.—Payment to be made at the rate of one pound (£1) per day (or one guinea per day as the case may be) in respect of the period up to the 31st March, 1922. This also to apply to contracts terminating before the 31st March, 1922.

These arrangements to be regarded as a final settlement covering all emoluments payable both in respect of expired and unexpired contracts and are framed with a view to meeting any possible hardship arising from the promulgation without Government authority of re-engagement of particular Cadets to the 31st July, 1922, which was subsequently corrected.

An advance of £30 to be made to each Cadet on dispersal, the balance payable under the arrangement for expired contracts to be paid as early as possible (not later than the 14th February, 1922).

Income tax to be charged according to law.

We, the undersigned, on behalf of the members of the Auxiliary Division (being duly accredited for the purpose) hereby signify our acceptance of the terms set out above.

Dated this 18th day of January, 1922.

(Signed) WALLIS MUIRHEAD.
E. M. NICOL.
J. W. HESCROFF.
B. R. DURLACHER.
E. FLEMING.
R. H. MALONEY.

On behalf of the Imperial Government, I agree to the terms as set out above.

Dated this 18th day of January, 1922.

(Signed) A. W. COPE,
Assistant Under-Secretary to the Lord-Lieutenant.

Chief Secretary's Office,
Dublin Castle.

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